

Message

---

**From:** Timperi, Ralph (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=RTIMPERI]  
**Sent:** 4/2/2005 1:07:28 PM  
**To:** Belanger, Peter (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=PBelanger]; Borne, Alan (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=ABorne]; Caloggero, Dina (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=DCaloggero]; Elvin, Paul (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=PElvin]; Fontana, John (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=JFontana]; Gauthier, Cheryl (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=CGauthier]; George, Harvey (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=HGeorge]; Grazioplene, Mariah (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=MGrazioplene]; Han, Linda (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=LHan]; Konomi, Raimond (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=RKonomi]; Nassif, Julianne (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=JNassif]; Nawn, Kathleen (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=KNawn]; Peppe, Joseph (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=JPeppe]; Pribeck, Kristen (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=KPribeck]; Salemi, Charles (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=CSalemi]; Sloutsky, Alex (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=ASloutsky]; Smole, Sandra (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=SSmole]; Werner, Barbara (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=DPH/CN=RECIPIENTS/CN=BWerner]  
**Subject:** DPH Organizational Changes  
**Importance:** High

FYI

Ralph Timperi, MPH  
State Laboratory Institute  
617-983-6201 (direct)  
617-983-6927 (fax)  
████████ (mobile)  
ralph.timperi@state.ma.us

This message is intended only for the designated recipients. It may contain information that is confidential or proprietary, and may be subject to other confidentiality protections. If you are not a designated recipient, you may not review, copy or distribute this message or its contents. If you receive this message in error, please notify the sender by return e-mail and delete this message. Thank you.

-----Original Message-----

**From:** Cote, Paul (EHS)  
**Sent:** Monday, March 28, 2005 4:23 PM  
**To:** White, Bill (DPH); Anderson, Beverly (DPH); Atkinson, Kathy (DPH); Botticelli, Michael (DPH); Cabral, Randal (DPH); Carrow, Grant (DPH); Cohen, Bruce (DPH); Condon, Suzanne (DPH); Cranston, Kevin (DPH); Curran, Tom (DPH); Dell'Olio, Lou (DPH); DeMaria, Alfred (DPH); Dreyer, Paul (DPH); Fogerty, Sally (DPH); Granoff, Karen (DPH); Howe, Lewis (DPH); Jerome, Lana (EHS); Lang, Ian (DPH); Lebel, Robert (DPH); Levin, Donna (DPH); McCauley, Philip (DPH); McLaughlin, Mederic D (DPH); Molleur, Blake (DPH); Nelson, Ellen (DPH); Nyberg, Stanley (DPH); O'Connor, Cathy (DPH); O'Keefe, Jerry (DPH); Rheaume, Donna (EHS); Ridley, Nancy (DPH); Romary, Paul (DPH); Tavares, Bonnie (DPH); Thomson, Sue (DPH); Timperi, Ralph (DPH); Torres, Brunilda (DPH); Tosti, Debra (DPH); Walker, Bob (DPH); Weisberg, Carol (DPH)  
**Subject:** Important Announcement  
**Importance:** High

Hello,

In the interest of keeping everyone in the loop, I wanted to let you know of some organizational developments here.

As you know, over the past four weeks, the department has been confronted with the departure of 5 of the top leadership roles within the organization.

When Secretary Preston asked me to step in as Interim Commissioner, one of the priorities was to assess the organization's management needs and address those needs as soon as possible. I have spoken with many of you and have heard and endeavored to synthesize your collective advice.

As a result, the following decisions have been made, with, I hope, the department's long term interests front and center.

First, as I have already told many of you, I have asked Kathy Atkinson (based upon her considerable organizational knowledge, as well as her overall policy coordination purview) to triage incoming issues and to be the designated point of contact in my absence. In support of this approach, focused on issue identification / triage / problem solving, we have streamlined our communication forums through the daily A.M. check-in meetings.

Although there may not be consensus in this regard, I am convinced that we need a strong Deputy position within the department. To this end, I have just concluded, in conjunction with Secretary Preston and Undersecretary Kadish, the recruitment of Alda Rego-Weathers, currently the Governor's Budget Director, to become the deputy commissioner at DPH!! I am very excited with this development, which, in conjunction with my sense of the inherent strength within the department, gives me confidence that we have the key elements of a very strong management team in place, and we are well positioned to chart the course for the department for the next five years.

I expect that Kathy, Alda, Carol, Donna, and I, in conjunction with the rest of the department's leadership will form a strong and responsive team. The exact fit and distribution of roles and responsibilities among us all will be my priority and our work.

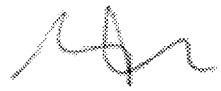
In any case, I wanted you to know that Alda will be announcing her departure and her new position to her A&F staff today. I hope through this letter to alert all our senior managers. In addition, at our Tuesday at Noon meeting, I plan to formally announce these updates and answer any questions folks may have (so people should feel free to encourage attendance!). I know this is the farewell event for Sue and Ian..., I think the combined sense of openness and continuity inherent in these two items is respectful and important.

I am truly excited with these developments! Alda's addition (as of April 12th) to the department is a wonderful opportunity for all. With her expertise and credibility within the administration, the department will be formidably positioned to articulate its mission and priorities. We are additionally fortunate to add her considerable promise to our team as we pursue our collective goals!

Should you have any questions in this regard, please let me know. Otherwise, I hope you share my enthusiasm at the positive indications of these developments.

Thank you for all your patience and support.

Paul



Paul J. Cote, Jr.  
Assistant Secretary, Office of Health Services  
Commissioner of Health Care Finance & Policy  
Commissioner of Public Health (Interim)